

CORRECTED
FCC ANNUAL EEO REPORT
NEW JERSEY PUBLIC BROADCASTING AUTHORITY
February 1, 2010

Report Deadline: February 1, 2010
Covered Period: January 26, 2009 through January 25, 2010

General Statement: The New Jersey Public Broadcasting Authority (NJN) is subject to very intensive recruiting and reporting requirements of the State of New Jersey's Division of Equal Employment Opportunity and Affirmative Action that are in fact stricter than the FCC's requirements. NJN operates in accordance with its "Equal employment Opportunity/Workforce Development Plan," and includes NJN's Equal Employment Opportunity and Affirmative Action Policy Statement which is attached.

Report:

The New Jersey Public Broadcasting Authority, (NJN), Television channels 23, 50, 52, and 58 and radio Stations WNJP-FM, WNJT-FM, WNJN-FM, WNJS-FM, WNJB-FM, WNJM-FM and WNJZ-FM continues to be under a restricted hiring process due to severe budget cutbacks and fulltime employee level caps since the 2004 fiscal year. As a result of this situation, NJN has not recruited or filled any vacancies during this report year. No recruitment sources requested that they be notified within the New Jersey Public Broadcasting Authority during the above time period. Despite severe budgetary constraints and the loss of the position of Director of Human Resources, who was essential to the implementation and coordination of the licensee's internship and mentoring programs, the licensee has continued certain outreach activities. At the same time, it unfortunately has been constrained to reduce other activities. A summary of the situation is below.

Outreach Activities:

Despite the absence of a Director of Human Resources, NJN was nonetheless able to provide some internship opportunities.

- Media Productions has been the placement site for many years for a summer intern through the Latino Leadership Intern Program. Duties included assisting on location shoots and studio production, logging footage, researching and assisting with Classroom Close Up NJ, a magazine program focusing on innovative education in New Jersey's public schools. This 30-minute weekly series features the students, teachers, and communities who create and participate in successful school projects and events.
- The licensee's news and production department have engaged several interns from local educational institutions each semester of the reporting period. An intern also works with the licensee's Health and Medical correspondent each semester.

- NJN's Acting Chief Operating Officer and another NJN employee participated in a *How to Get Your First Job in television event* which was sponsored by the Mid Atlantic Chapter of NATAS.
- NJN's Acting Chief Operating Officer participated in Lafayette College's career networking nights. For the past two Decembers, NJN had two students from Lafayette to shadow us and see what we do to explore a career in television.
- NJN's Acting Chief Operating Officer teaches at The College of New Jersey and brings students to NJN for one of the classes and for a tour of the facilities.
- NJN offers and conducts tours on an ongoing basis for school groups and those interested in finding out more about NJN.
- As has been for a number of years, NJN sent staff to training from the Mid-Atlantic Chapter of NATAS, which is coordinated by the Poynter Institute.
- The Executive Producer of the longest running Hispanic issues series Images/Imagenes works with students in the Latino community on a regular basis. Interns from the Center for Hispanic Policy Research and Development assist on his program, as well as students who participate in the Hispanic Youth Showcase.
- NJN's Acting News Director participated in a Meet the News Directors breakfast at Drexel University.

Although no vacancies occurred during the reporting period, NJN continued its membership with NJ Broadcasters Association and had access to its publication of the EEO1 Source. This organization ensures nationwide dissemination of vacancies including culturally diverse organizations when recruiting.

Respectfully submitted,

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Equal Employment Opportunity and Affirmative Action Policy Statement

Equal employment opportunity, regardless of race, creed, color, national origin, ancestry, age, gender, affectionate or sexual orientation, marital status, liability for services in the Armed Forces of the United States, disability or nationality is the law of this State, as embodied in the New Jersey Law Against Discrimination (N.J.S.A. 10:5-1 et seq.), as well as Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Executive Order No. 61 and Chapter of the Civil Service Act (N.J.S.A. 11A:7-1 et seq.). The policy and mandates of New Jersey Network are to ensure equal employment for all employees and applicants for employment. This policy and mandate apply to all levels of employment within the Network. Equal employment opportunity includes, but is not limited to recruitment, selection, hiring, promotions, compensation, benefits, transfers, work assignments, layoffs, returns from layoffs, training, education, tuition assistance, facility accessibility, reasonable accommodation, and access to social and recreational programs. It also includes policies, procedures and programs for recruitment, employment, training, promotion and retention of minorities, persons with disabilities and women.

Employment practices will be reviewed routinely to ensure that all applicants, employees and contractual personnel, including members of protected classes, are receiving fair and equal consideration for job opportunities in all categories of employment, including administrative and professional categories. Affirmative action will be taken to encourage all members of protected classes to apply for positions within New Jersey Network. Good faith efforts will be made to meet employment and policy goals as set forth in the Network's Affirmative Action Plan.

All personnel transactions, including, recruitment, selection, hiring, promotions, compensation, benefits, transfers, work assignments, layoffs, returns from layoffs, training, education, tuition assistance, facility accessibility, reasonable accommodation, and access to social and recreational programs will be administered without regard to race, creed, color, national origin, ancestry, age, gender, affectionate or sexual orientation, marital status, liability for services in the Armed Forces of the United States, disability or nationality.

This policy statement is made available to all Network employees and contractual personnel annually, all of who must comply with this Policy and those of the State of New Jersey. All state employees have a responsibility to maintain high standards of honesty, integrity and impartiality in the performance of the State's official business. Employee conduct which violates these standards, or which violates the principles of this Policy Statement or the Network's Policy Against Discrimination, Harassment and Hostile Environments in the workplace will not be condoned and may result in discipline, up to and including termination.

All managers, supervisors, the personnel manger and the affirmative action officer are responsible for the implementation of this Policy and the management of the Network's affirmative action program.

This Policy Statement will be made available to all employees and contractual personnel through distribution with a bi-weekly pay at least once a year and through posting, along with general equal employment opportunity and affirmative action information, on bulletin boards in conspicuous locations throughout the Network's facilities.

Any employee, who believes he or she has been subject to, or is aware of, any conduct that violates these policies, should report it to Affirmative Action Officer, Beatrice Jones at (609) 777-5017 or via email at bjones@njin.org.